

AGENDA ITEM NO 4

REPORT NO 139/16

SCHEDULE 4

**ANGUS COUNCIL
CHILDREN AND LEARNING COMMITTEE – 12 APRIL 2016
SCHOOL SUPPORT STAFF - GROWTH MINDSET TRAINING**

BACKGROUND

Around 300 staff working in a support role in Angus schools had the opportunity to learn more about current research and practice on Growth Mindset and how this is being implemented across Angus Schools. Over 300 Primary Schools Assistants, Secondary School Assistants and Support for Learning Assistants came together at Burnside Primary School and Strathmore Primary School during the in-service days in February 2016. The purpose of these sessions was to share the key principles of Growth Mindset, to share current practice in our schools and for colleagues to learn from each other. It was a great opportunity to think about how all adults working with children and young people contribute towards their learning.

The two sessions were led by Marek Rzepecki, Educational Psychologist and three members of the Angus Active Schools' Team – Kelly Moonlight, Katy Doig and Jo Thwaite.

Much new learning was covered. The team set the context of how Growth Mindset fits with Curriculum for Excellence and the links between mindset and motivation. Support staff were given a challenging learning task (the cup song) to aid reflection on their own mindset and to think about how mindset can change. Links between mindset and neurological development were also explored and staff were able to consider some ways to share this with children.

The research of Carol Dweck on the impact of praise on children's mindset was fully discussed and staff had the opportunity to reflect on the unintended impact of praise we commonly give and language we often use. There was a key focus on what to praise and how to praise by focusing on effort and the process of learning. This included discussion activities around case study 'scenarios' and how to use praise more generally

A very successful reflection activity took place about children's feelings and needs and how to respond to these while incorporating Growth Mindset to build confidence and resilience. Staff really enjoyed discussing Dweck's criticisms of how Mindset is being applied in schools – what to avoid and what to do – particularly emphasising a focus on learning and improvement and not just effort

Overall this was a very successful learning event and there are plans to repeat this for all support staff working in early years settings in May 2016.

Contact for further information:
Trish Torz, Service Manager Schools and Learning
Email: PEOPLE@angus.gov.uk